



STATE OF INDIANA ANNUAL TRAINING REPORT

SUBMITTED:
DECEMBER 1, 2005

SUBMITTED BY:
INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT
MARKET DEVELOPMENT UNIT

Acknowledgments

December 1, 2005

To the Members of the General Assembly:

It is with pleasure that we submit the Department of Workforce Development 2004-2005 Annual Training Report, covering the period from July 1, 2004 through June 30, 2005.

As you know, we are working rapidly to upgrade the skills of Hoosier workers to provide a competitive edge to Indiana businesses, attract new industry and accelerate economic growth. For us to succeed in these efforts, we are seeking to transform the public workforce system to increase training and employment opportunities throughout the state.

We look forward to working with you in the months and years ahead as we recast our various training efforts throughout our economic regions. We also acknowledge our strong working relationships with the Indiana Economic Development Corporation, Ivy Tech Community College, and the Workforce Investment Boards across the state, all of whom directly assist in providing quality training programs on behalf of thousands of Hoosier citizens.

I also acknowledge the dedicated agency staff who administer our many training programs and efforts, whose work is reflected in this report. Their work is critical to our collective vision of moving Indiana to the forefront of workforce development.

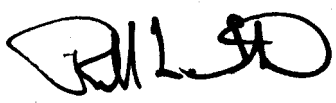
While this report contains the information on the various grant programs we administer, we have also attempted to provide you with one-page analytical snapshots of each of our 11 Economic Growth Regions. We hope you will find this information useful as it identifies key information such as current and projected top industries and average wages, as well as training funds awarded per industry.

The individual grant information that was traditionally included in this written document can now be found online at http://www.in.gov/dwd/aboutdwd_pubs.htm or is available upon request from the IDWD Market Development Unit at 317-232-7375. We have aimed to provide a more succinct, yet meaningful, report to you with our new format.

In addition to changing our reporting format, we have also made enhancements to the administration of the program by expediting the approval period and lowering matching requirements for small businesses. In early 2006, we will further streamline the application process by launching an online grant application tool for businesses. This addition will allow you to access more frequently updated training results and grant program information for our Training Acceleration Grant.

If I or my staff can be of any assistance to you regarding the work of the Department, please feel free to contact us at your convenience.

Sincerely,



Ronald L. Stiver, Commissioner
Indiana Department of Workforce Development

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Introduction & Background

The Indiana Department of Workforce Development (IDWD) strives to grow jobs and employment, increase the personal income of Hoosiers, and deliver premier customer service. IDWD achieves this through:

- » Innovation: offering innovative solutions demanded in the global economy
- » Regionalization: delivering services to meet local and regional needs
- » Integration: integrating services for better serving our customers while eliminating operational and programmatic silos
- » Alignment: aligning IDWD, training and workforce services with economic development needs and employer demand.

A key component of these efforts is providing diverse training opportunities aimed at increasing the skill levels of Hoosiers and delivering programs that meet the demands of our changing economy. The Indiana Department of Workforce Development is pleased to submit its Annual Training Report, which outlines training grants awarded and implemented through IDWD, to Governor Mitchell E. Daniels, Jr. and members of the Indiana General Assembly.

IDWD manages numerous state and federally funded programs that provide training to incumbent, dislocated, unemployed and underemployed Hoosier workers. The annual training report covers all training activities for the Program Year July 1, 2004, through June 30, 2005 (PY 04) for the following training programs:

- » Advance Indiana (ADVI)
- » Incumbent Worker Training Fund (IWT)
- » Building Trades
- » Indiana Plan (IN Plan)
- » Trade Adjustment Assistance (TAA)
- » Workforce Investment Act (WIA)
- » Workforce Investment Act. (WIA)

The following chart compares the grant awards and the projected number of trainees for PY 03 and PY 04. The Indiana Department of Workforce Development distributed and administered a little over \$69 million in PY 04 to help up grade the skills of 39,779 Hoosiers in the current and emerging workforce.

Chart 1: Comparison of PY 04 and PY 03 Grant Awards and People Served

Program	PY 04 Grant Awards	PY 04 People Served	PY 03 Grant Awards	PY 03 People Served
*ADVI	\$924,041.00	438	\$871,882.00	473
*IWT	\$14,154,112.49	10,843	\$12,410,773.27	7,792
Building Trades	\$5,335,014.00	14,831	\$4,361,030.00	5,738
IN Plan	\$450,000.00	150	\$450,000.00	150
TAA	\$4,727,147.00	1,213	\$5,577,958.00	2,713
** WIA	\$43,721,005	12,304	\$40,559,485.00	14,398
Total	\$69,311,319.49	39,779	\$64,231,128.27	31,264

* Grant Award calculations include all funds awarded during the indicated year, in addition to those grants awarded in previous Program Years whose grant term end date was on or after July 1, 2004 and on or before June 30, 2005

**The amounts mandated by WIA formula for allocation to each Workforce Investment Board (WIB) for services to participants. Includes administrative 10% and carry-forward funds available.

Advance Indiana Overview

Advance Indiana was created to promote lifelong learning and improve the skills of the Indiana workforce by making meaningful training opportunities possible. In 1998, IDWD identified and re-directed some of its resources to support Advance Indiana training programs. Since then, the program has grown from \$3.2 to \$17.6 million in PY 04. Advance Indiana is committed to:

- » Increasing accessibility to training for Indiana's incumbent workforce;
- » Developing transferable skill credentials among the state's workforce; and
- » Enhancing the productivity and competitiveness of Indiana businesses.

In previous years, six distinct programs resided under the Advance Indiana umbrella: *Gain Education & Training (GET)*, *Regional Skill Alliance (RSA)*, *Skilled Trade Apprenticeship (STA)* *Workforce Investment Now (WIN)*, *Incumbent Worker Training (IWT)*, and *Advance Indiana (ADVI)*. All were financed through the penalties and interest on delinquent Unemployment Insurance (UI) taxes as well as Incumbent Worker Training (IWT) taxes and federal Workforce Investment Act (WIA) funds.

Of the six programs listed above, only ADVI and IWT funds were utilized for new projects during PY 04. The lone exception was one RSA training grant that was an extension from PY 03. The WIN training program no longer exists and the other three programs were absorbed into the IWT program, although funding is still available for the Skilled Trades Apprenticeship program. Below are brief summaries of the four training programs no longer actively utilized by IDWD.

1. GAIN EDUCATION AND TRAINING (GET)

Gain Education and Training (GET) grants were made possible through legislation that allowed IDWD to use up to \$6.5 million from the Penalties and Interest fund. These funds were made available on July 1, 1999, and reached its sunset on June 30, 2003. In PY 04 there were 14 GET projects still active with \$1,431,651 in awards helping to train 1,644 Hoosier workers.

2. REGIONAL SKILL ALLIANCE (RSA)

The Regional Skill Alliance grants are no longer in existence, but its regional approach to training was incorporated into the Advanced Indiana and Incumbent Worker Training programs. During PY04 there was one RSA project for \$39,296 awarded to the Center of Workforce Innovations to train 84 workers. This grant was a one year extension of a grant awarded in PY 03.

3. SKILLED TRADE APPRENTICESHIP (STA)

Skilled Trades Apprenticeship (STA) grants are designed to assist manufacturing firms with training costs associated with industrial trade apprenticeships, and upgrading skills of journey persons. All training projects require the approval of the Unemployment Insurance Board. There were no STA grants awarded or active during PY 04 since a portion of the Incumbent Worker Training Fund was allocated towards apprenticeship programs using the same guidelines. Since 1997, 84 STA grants were approved and \$6,840,528 awarded to train 3,767 apprentices statewide.

4. WORKFORCE INVESTMENT NOW (WIN)

The Workforce Investment Now (WIN) training program was state funded and targeted to companies with recognized risk factors such as non-seasonal layoffs, reduction in productivity or quality, or loss of a product line. WIN funds were intended to build career pathways and training programs that would meet future workforce needs. Since its inception in 1999, 30 WIN projects were awarded \$2,237,323 to train 4,033 Hoosier workers. In February 2002, remaining WIN funds were redirected to the general fund to help offset the state budget crisis.

After February 2002, three pioneering pilot projects were awarded \$500,000 using additional state WIN funds—Indiana Information Technology Association (INITA) \$100,000; TechPoint \$200,000; and Indiana INTERNnet \$200,000. Indiana INTERNnet was the only active WIN project during this reporting period, and it concluded October 1, 2004. The grant was awarded to the Indianapolis Chamber of Commerce to carry out a Longitudinal Internship Study to explore how Indiana can better retain college graduates by offering entry level positions to interns.

This grant allowed 137 interns the opportunity to work in industries of interests. While participating in the study, the students were surveyed to capture quantitative feedback on the importance of internships in validating their career choices.

Advance Indiana Overview

For PY 04 grants that were awarded under the Advance Indiana umbrella include:

- » Advance Indiana (ADVI)
- » Incumbent Worker Training (IWT)

Although each Advance Indiana program is uniquely geared toward different segments of the existing workforce, each project must result in a credential recognized by business and industry, and prepares individuals for movement into a career path. Projects may last up to 24 months from the date of the award and the maximum grant amount is typically \$200,000.

During PY 04, there were 212 active Advance Indiana grants that were projected to help train over 30,000 Hoosier workers. The following chart, *Chart ADVI 1: PY 04 Active Advance Indiana Program Summary*, breaks out all grant activity under the Advance Indiana umbrella. While ADVI and IWT were the only programs awarding new grants in PY 04, there was still activity reported for GET, RSA and WIN due to grants from previous years still being active.

Chart 2: PY 04 Active Advance Indiana Program Summary

Program	Funds Allocated	Number of Grants	Expenditures	Balance	Planned Trainees	Enrolled Trainees	Completed Trainees
ADVI	\$1,188,319.00	11	\$285,748.07	\$902,570.93	666	500	155
GET	\$1,155,817.00	12	\$289,740.24	\$866,076.76	1,389	1148	1009
IWT	\$21,726,888.64	176	\$6,278,324.00	\$15,448,564.64	18,447	11,658	10506
RSA	\$1,636,422.93	11	\$100,6312.59	\$630,110.34	707	596	384
*WIN	\$200,000.00	1	\$129,576.00	\$70,424	200	*Not available	*Not available
Total	\$25,907,447.57	211	\$7,989,700.90	\$17,917,746.67	21,409	13,902	12,054

*Funding was awarded to support a Longitudinal Internship Study through the Indianapolis Chamber of Commerce.

Regional Skill Alliance (RSA)

PY 04 Grant Summary

The following data reflects grants that were approved during 7/1/04 - 6/30/05

Number of Projects	1
Funds Committed	\$39,296.00
Expenditures	\$4,184.00
Balance	\$35,112.00

PY 04 Trainee Data

Planned	84
Enrolled	8
Completed	8

*This data reflects the status of this grant as of June 30, 2005, two months prior to the grant's end date of August 30, 2005.

The Regional Skill Alliance (RSA) training program was introduced in October 1999 when IDWD set aside \$1 million each year in federal Workforce Investment Act (WIA) funds. Since then, thirty-nine projects and over five million dollars have been awarded to affect 3,015 workers.

The specific objectives of the RSA training program were:

- »Involve WIBs* in incumbent worker training;
- »Collaborate with small to medium-sized firms to coordinate training activities and build training alliances; and
- »Focus on regional training needs.

This program reached its sunset in 2003. However, in PY 04 IDWD awarded a second year term to a grant that was initially awarded in PY 03. The details of that grant is listed below.

**Workforce Investment Boards*

Pulaski County RSA

During PY 04, there was only one project granted under the Regional Skills Alliance program. This project was the 2nd year of a 24 month project awarded to the Pulaski County Regional Skill Alliance. This consortium is comprised of the Community Development Commission of Pulaski County, Ivy Tech, employers and employees of Pulaski County, and the Center of Workforce Innovations. Under the second year of this grant, the following credentials are being sought:

- 5 Career Development Certificate in Business
- 6 Career Technical Certificate
- 8 MOUS Core Certification
- 8 MOUS Expert Level Certification
- 55 Advanced American Welding Society (AWS) Certifications
- 2 Regular AWS Certifications

The total award for this project was \$39,296.40.

Chart 3: Approved Regional Skill Alliance Grant Activity, 2000-2005.

Program Year	Projects	Award	Planned Trainees	Enrolled trainees	Completed trainees
2000-2001	7	\$1,326,251.00	1327	689	483
2001-2002	7	\$802,343.00	273	304	212
2002-2003	17	\$1,786,853.00	857	881	508
2003-2004	5	\$698,187.93	322	324	192
2004-2005	1	\$39,296.00	84	8	8
Total	37	\$5,058,812.93	2863	2206	1403

This data is as of June 30, 2005. Please note that some grants will not actualize total completions until their grant end date.

Advance Indiana (ADVI)

PY 04 Grant Summary

The following data reflects grants that were approved during 7/1/04 - 6/30/05

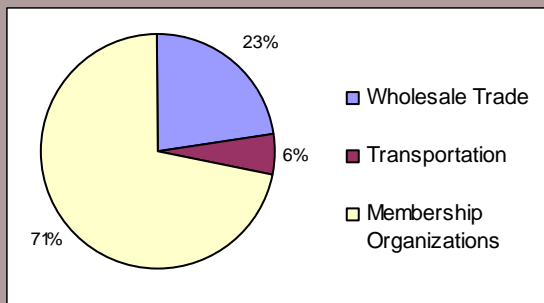
Number of Projects	6
Funds Committed	\$924,041.00
Expenditures	\$95,852.93
Balance	\$828,188.07

PY 04 Trainee Data

Planned	438
Enrolled	215
Completed	53

This data reflects activity that took place prior to June 30, 2005 and it may not accurately reflect the projects total outcomes.

Training Funds Awarded by Industry



PY03 ERR & Retention Rates

Earning replacement rates (ERR) and retention rates were calculated on grants closing during PY03 using employer wages reported to IDWD's Unemployment Insurance (UI) benefit system.

ERR	105.2%
Retention Rates	91.4%

ERR- See Glossary page 27 for definition
Retention Rate- See glossary page 28 for definition.

Created in 2003, the Advance Indiana Grant (ADVI) is designed to assist companies and organizations who offer training opportunities to their existing workers which result in industry-recognized credentials. The ADVI program was created in response to Energize Indiana, the state's long-term economic development plan, and focuses on four targeted high-skill industry clusters:

- » Advanced Manufacturing
- » Life Sciences
- » Information Technology
- » High-Tech Distribution.

Atlas Logistics

Atlas Logistics operates the second largest tempered-controlled distribution network in North America with 54 facilities and 270 million cubic feet of refrigerated space. Atlas utilizes freezer, cooler and dry storage to provide logistics and transportation solutions to major food processors and producers in Canada and the United States. The Shelbyville facility services more than 400 Kroger stores and ships in excess of 220,000 cases per day- totaling over 1.5 million cases per week.

IDWD awarded \$60,000 to train 48 Warehouse Operations Supervisors in courses such as *Problem Solving Process*, *Communicating with Others*, and *Managing Change*. Upon completion of the training, 46 trainees received state issued Certificates of Technical Achievement in Business in addition to college credit through Tri State University that can go toward earning an Associates Degree.

Chart 4: Approved Advance Indiana Grant Activity, 2003-2005

Program Year	Projects	Award	Planned Trainees	Enrolled Trainees	Completed Trainees
2003-2004	10	\$871,882.00	473	334	249
2004-2005	6	\$924,041.00	438	215	53
Total	16	\$1,795,923.00	911	549	302

Incumbent Worker Training Fund (IWT)

PY 04 Grant Summary

The following data reflects grants that were approved during 7/1/04 - 6/30/05 under the Ivy Tech 55% fund.

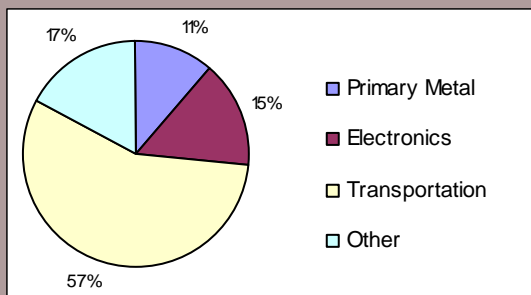
Number of Projects	88
Funds Committed	\$4,502,320.01
Expenditures	\$1,177,937.00
Balance	\$3,324,383.01

Trainee Data

Planned	2824
Enrolled	1700
Completed	1699

This data reflects activity that took place prior to June 30, 2005 and may not accurately reflect projects total outcomes.

Training Funds Awarded by Industry



Legislation enacted in 2001 established the Incumbent Worker Training Fund (IWT) which is funded through a .09 percent assessment of annual taxable wages. The assessment was offset by a 0.1 percent decrease in Unemployment Insurance (UI) taxes. The Legislation requires that representatives from the Indiana Chamber of Commerce, the Indiana Manufacturers Association, the Indiana State AFL-CIO and United Auto Workers comprise a board to establish guidelines for managing the fund and for recommending IWT training projects to the UI Board. The UI Board has final approval on training grants.

The legislation also required that **55%** of the funds be earmarked to Ivy Tech State College to support its industrial and building trades programs. The remaining **45%** is for other incumbent worker training programs.

The legislation served five (5) purposes:

1. To improve manufacturing productivity levels in Indiana.
2. To enable firms to become competitive by making workers more productive through training.
3. To create a competitive economy by creating and retaining jobs.
4. To encourage increased training necessary due to an aging workforce.
5. To avoid potential payment of unemployment compensation by providing workers with enhanced job skills.

The IWT Board established the eligibility requirements for the grant program, and decided that while all Indiana businesses are eligible to apply, applicants within high-skill, high-demand occupations are preferred. Training must result in clear career paths, wage-gains and portable skills that are recognized and able to be carried with employees throughout their career. Grant funding is limited and applicants are judged on a competitive basis. All applicants must show an overall benefit to the economy.

Chart 5: Approved IWT Grant Activity, 55% Fund, 2002-2005

Program Year	Projects	Award	Planned Trainees	Enrolled Trainees	Completed Trainees
2002-2003	50	\$3,666,993.38	2078	1538	1472
2003-2004	33	\$4,169,885.40	2295	1550	1526
2004-2005	49	\$4,502,320.01	2824	1700	1699
Total	132	\$12,609,064	7197	4788	4697

IWT to Training Acceleration Grant (TAG)

PY 04 Grant Summary

The following data reflects grants that were approved during 7/1/04 - 6/30/05 under the IDWD 45% fund

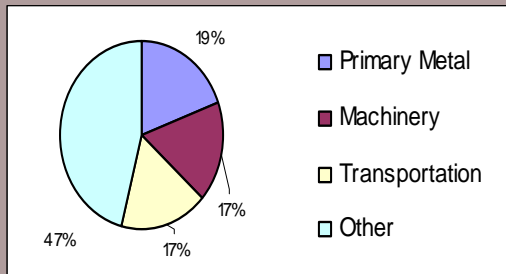
Number of Projects	88
Funds Committed	\$9,304,488
Expenditures	\$2,950,219.57
Balance	\$6,351,093.43

PY 04 Trainee Data

Planned	7810
Enrolled	3374
Completed	2763

This data reflects activity that took place prior to June 30, 2005 and may not accurately reflect projects total outcomes.

Training Funds Awarded by Industry



In 2004, the Indiana General Assembly enacted SEA 536, which altered the structure of the former Incumbent Worker Training fund. The newly reformed structure dissolved the Incumbent Worker Training Board and former Advance Indiana program as of July 2005. Since July 2005, IDWD has revised the former program to improve business accessibility and timeliness of approval, introduced a sliding match scale for the small business community, and increased the flexibility of the fund to allow more direct disbursement of funds to businesses. The new program, which is entitled Training Acceleration Grant (TAG), has clear eligibility requirements and return on investment evaluations to improve accountability and ensure that grant investments align with the state's economic development goals of growing high-wage, high-demand jobs in growing industry sectors.

Left: This is a snapshot of the new TAG application. It is accessible online at www.in.gov/dwd/employers/tag.html. In early 2006, this grant application will be converted to an online process.

Chart 6: Approved IWT Grant Activity, 45% Fund, 2002-2005

Program Year	Projects	Award	Planned Trainees	Enrolled trainees	Completed trainees
2002-2003	8	\$707,632.00	622	535	408
2003-2004	90	\$8,240,887.87	6279	3729	2545
2004-2005	88	\$9,304,488	7810	3374	2763
Total	187	\$18,253,007.87	14,711	7638	5716

The map of Indiana is divided into 11 regions, each color-coded and labeled. The regions and their constituent counties are as follows:

- REGION 1** (light green): Lake, Porter, LaPorte, Starke, Puleaski, Newton, Jasper.
- REGION 2** (purple): St. Joseph, Elkhart, Marshall, Kosciusko, Fulton, Cass, Miami.
- REGION 3** (dark blue): LaGrange, Steuben, Noble, DeKalb, Whitley, Allen, Huntington, Wells, Adams.
- REGION 4** (light blue): Benton, White, Carroll, Howard, Grant, Blackford, Jay.
- REGION 5** (light green): Warren, Tippecanoe, Clinton, Tipton, Madison, Delaware, Randolph, Boone, Hamilton, Henry, Wayne.
- REGION 6** (medium blue): Vermillion, Parke, Putnam, Hendricks, Marion, Hancock, Rush, Fayette, Union.
- REGION 7** (dark purple): Fountain, Montgomery, Morgan, Johnson, Shelby, Franklin.
- REGION 8** (dark blue): Vigo, Clay, Owen, Sullivan, Brown, Bartholomew, Decatur, Ripley, Dearborn, Ohio.
- REGION 9** (medium blue): Knox, Lawrence, Martin, Jackson, Jennings, Jefferson, Switzerland.
- REGION 10** (light green): Gibson, Pike, Dubois, Washington, Scott, Clark, Crawford, Floyd, Harrison.
- REGION 11** (dark blue): Posey, Vanderburgh, Warrick, Spencer, Perry.

Economic Growth Region 1

Jasper, Lake, LaPorte, Newton, Porter, Pulaski, Starke

Employment Landscape

EGR 1 consists of the seven counties in the upper most northwestern portion of the state. It is bordered by Illinois to the west and Lake Michigan to the north.

For the year 2004, the most recent full year of data available, there were 313,279 jobs within this region. The largest employing industry in the area was Manufacturing having 15.8 percent of the total industry employment.

The industry showing the most growth in workers over the three year period from 2001 to 2004 was Health Care & Social Assistance (HCSA). The industry includes outpatient medical facilities, hospitals, nursing care facilities, social assistance offices, among smaller related employers. Of the 1,717 employers only 22 were government employers, which translates to 98.7%. In 2001, HCSA had an overall 38,563 total workers and grew to 42,324 by 2004, an increase of 9.8 percent. In the same time period, total regional employment for HCSA grew from 12.1 to 13.5 percent showing significant growth relative to the region's other industries.

Wages increased as well for the Health Care and Social Assistance industry. The average wage increased by 10.7 percent over the three year period to an average \$35,194 per year. This was above the region's overall industry annual average of \$33,958. While slightly more than half of EGR1's industries had annual earnings lower than the Indiana average for those industries, Health Care and Social Assistance was above the Indiana annual average of \$34,962 for HCSA. As a proportion of total regional payroll, this industry went from 12.7 percent in 2001 to 14.0 percent by 2004 showing growth also in the area of compensation.

In order for the State of Indiana to better align its training investments with local industry trends, the current data suggests that IDWD would need to diversify its grant distribution in EGR 1 to be less concentrated in manufacturing and increase grant activity in the Health Care & Social Assistance industry. In PY 04 IDWD granted \$1,047,410 to EGR 1 and over three quarters went to the steel industry alone.

IDWD Aids Steel industry in Northwest Indiana

In PY 04 DWD provided a total of \$686,538 in IWT funds to train workers at the following NW Indiana steel companies: US Steel, International Steel Group and Ispat Inland.

The training dollars were used to provide Apprenticeships and Journey worker upgrades, Certificates of Technical Achievement (CTA), Career Development Certifications (CDC) and Associates degrees to a projected 592 workers.

Top 3 Industries & Average Wages

* Industry rating based on employment.

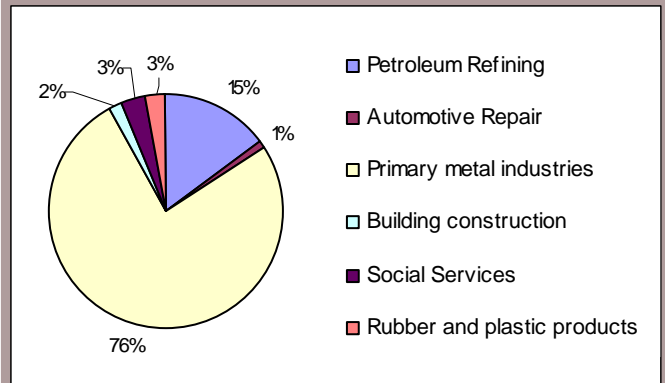
Industry	Average Monthly Wages
Manufacturing	\$3970
Retail Trade	\$1787
Healthcare and Social Assistance	\$2905
Average Total Wages for Region	\$2894

*Projected Top Growth Industries & Average Wages

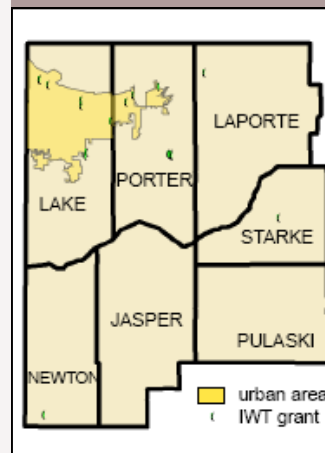
* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wages
Management of companies and enterprises	\$6005
Arts, entertainment and Recreation	\$2268
Health Care and Social Assistance	\$2945



Distribution of PY 04 IWT Funds by County



County	Grants	Funds Awarded
Lake	5	\$701,762
Newton	1	\$65,808
Porter	4	\$345,648
Starke	1	\$30,219
Totals	11	\$1,047,410

*Those counties not receiving any grant awards were omitted from this list.

Economic Growth Region 2

Elkhart, Fulton, Kosciusko, Marshall, St. Joseph

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

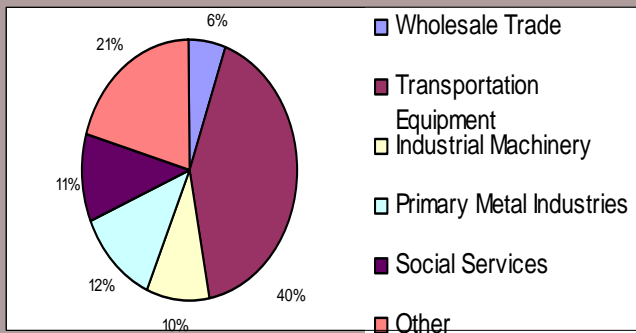
Industry	Average Monthly Wage
Manufacturing	\$3,507
Retail Trade	\$1,781
Healthcare and Social Assistance	\$2,946
Average Total Wages for Region	\$2,858

Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

Industry	Average Monthly Wage
Management of Companies and Enterprises	\$6,077
Educational Services	\$2,833
Health Care and Social Services	\$2,946

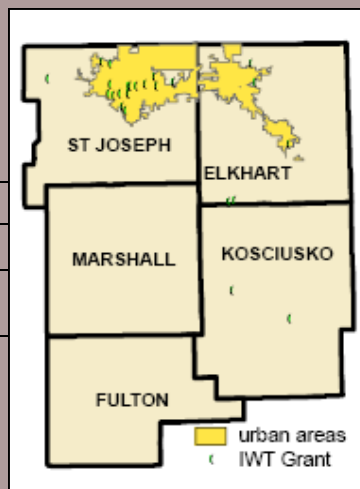
* Data release date August 2005



Distribution of PY 04 IWT Funds by County

County	Grants	Funds Awarded
Elkhart	2	284,361
Kosciusko	1	144,681
St. Joseph	15	873,830
Total	18	1,302,872

*Those counties not receiving any grant awards were omitted from this list.



Employment Landscape

EGR 2 consists of the five counties along US 31 in the upper most north central area of the state, with 2 counties sharing their borders with Michigan to the north.

For the year 2004, the most recent full year data is available, there were 305,701 jobs within the region. The largest employing industry in the area was Manufacturing with a total of 99,655 workers, or about one third of the total industry employment. While manufacturing was declining in other areas, it showed the most growth for workers EGR 2 over the three year period from 2001 to 2004. Its consumption of total regional employment grew from 33.5 percent to 34.4 percent, showing significant growth for a large industry relative to the region's other industries.

The manufacturing industry is diverse in this region as it includes companies that manufacture a variety of items from food products and electronic equipment, to plastics, furniture, motor vehicles, and recreational vehicles. Similarly, the distribution of IWT funds in EGR 2 was very diverse within the manufacturing industry with over 62% of the grants being awarded to companies within various sectors of manufacturing.

Wages also increased for the manufacturing industry. The average wage increased by 16.0 percent over the three year period peaking at \$42,076 annually by 2004, well above the region's overall industry annual average of \$34,314. Three quarters of EGR 1's industries had annual earnings lower than the overall Indiana average for the same industries. Manufacturing was also below the Indiana average annual \$47,638 for that industry. However, as a proportion of total regional payroll, this industry went from 39.8 percent in 2001 to 42.2 percent by 2004 showing good growth in the area of compensation. This industry is growing and appears to be strengthening its position among all the industries of EGR 2.

Madison Center Mental Health Technician (MHT) Academy

Madison Center, a mental-health service provider in St. Joseph County, was awarded \$33,000 to increase the skill levels of 200 of their mental health technicians (MHT). The Center identified several critical areas for training including Geriatric Issues, Physical Care Needs, & Adult Psychopathology. Their training was institutionalized and is now coined the Madison Center MHT Academy.

Upon completion of the training, it is projected that 200 workers will receive Certificates of Technical Achievement in Medical Charting & Physical Care Needs.

Economic Growth Region 3

Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, Whitley

Employment Landscape

Indiana Economic Growth Region 3 consists of the eleven counties located in far northeastern corner of the state. The region is bordered by Michigan to the north and Ohio to the east. EGR 3's population estimate for 2004 was 738,795 up 1.9 percent from the 2000 Census total.

For the year 2004 there were 339,637 jobs in industries within the region. Since 2001 the region lost 8,702 jobs for a 2.5 percent decrease in the three year comparison. Although Manufacturing employment is down 10 percent or 9,922 jobs in the three year comparison, it is still the largest employing industry in the county with 26.3 percent of the total industry employment.

The industry showing the most growth in workers over the three year period from 2001 to 2004 was Education and Health Services increasing by a total of 3,971 workers or 6.3 percent. Although this industry demonstrated the most growth in terms of employment, the 2004 average wages of \$32,575 ranked lower than those in other industries within the region such as Manufacturing, Financial Activities, and Construction.

Other than the concentration of funds being distributed to Allen county, the most urban within the region, the geographical distribution of funds tends to be evenly spread throughout the rest of EGR 3. IDWD has put measures in place to do more outreach to the small businesses in the more rural areas of the region.

Indiana WorkEthic Takes Off in EGR 3

The WorkEthic Certification program was launched as a pilot initiative in the East Allen County school district in 04-05. The program awards students with a WorkEthic certification after they have successfully demonstrated those soft skills that have been identified as factors for success in the workplace. Some of these attributes include attendance, organization, punctuality, respectfulness and teamwork.

In late PY 04 the program was officially adopted by IDWD, and a state endorsed pilot program was launched in EGRs 1 and 3. As of December 1, 2005, EGR 3 expanded the program to include 31 participating schools and 163 businesses officially endorsing the program by committing to seek out WorkEthic certified students when filling internships and summer positions.

For more information on the WorkEthic program please visit www.in.gov/dwd/partners/workethic.

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$3,575
Healthcare and Social Assistance	\$2,754
Retail Trade	\$1,672
Average Total Wages for Region	\$2,723

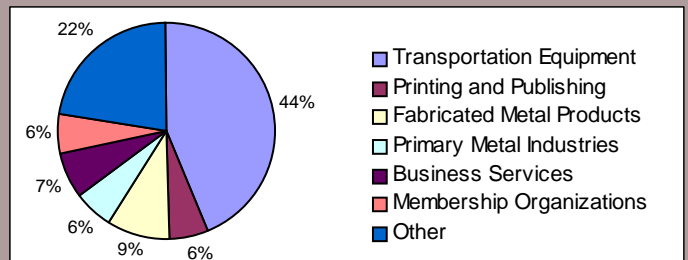
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

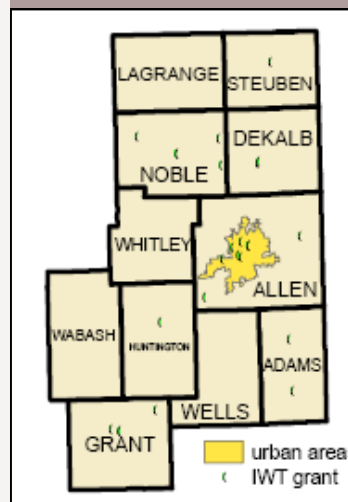
* Data release date August 2005

Industry	Average Monthly Wage
Health Care and Social Assistance	\$2,754
Educational Services	\$1,961
Administrative and Support and Waste Management and Remediation Services	\$1,730

PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County



County	Grants	Funds Awarded
Adams	2	267,043
Allen	8	1,068,092
DeKalb	1	47,763
Grant	2	317,720
Huntington	1	60,027
Noble	2	151,115
Steuben	1	77,679
Total	17	1,989,439

*Those counties not receiving any grant awards were omitted from this list.

Economic Growth Region 4

Benton, Cass, Carroll, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren, White

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$4,396
Retail Trade	\$1,642
Health Care and Social Assistance	\$2,679
Average Total Wages for Region	\$2,909

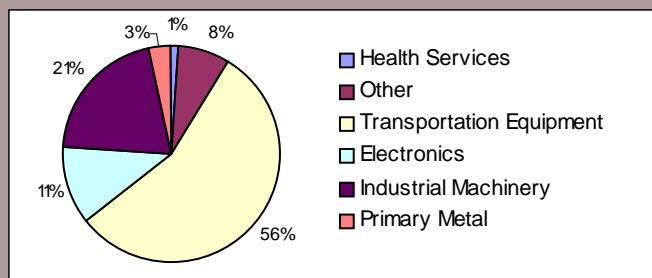
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Management of Companies and Enterprises	\$4,375
Transportation and Warehousing	\$2,843
Educational Services	\$2,755

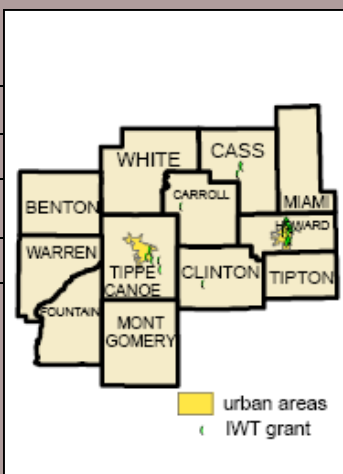
PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County

County	Grants	Funds Awarded
Carroll	1	480.00
Cass	1	7,431
Clinton	1	8,815
Howard	10	1,838,332.01
Tippecanoe	4	293,831
Total	17	2,148,889.01

*Those counties not receiving any grant awards were omitted from this list.



Employment Landscape

The twelve counties located in the upper west central region of the state has been designated as Economic Growth Region 4. In 2004, the region's population estimate was 482,466 and the average labor force was 238,780 workers.

In 2004, there were 10,118 businesses with 197,755 jobs and average industry wages of \$34,860.

The largest proportion of employment in EGR 4 was in the Manufacturing industry representing 28.3 percent of the region's total employment. EGR 4's manufacturing workers enjoy the state's highest average earnings of \$52,758 annually. This is due to the concentration of DaimlerChrysler plants in Howard county.

Education & Health services ranked second in regional employment comprising 23 percent of the workforce and average wages of \$34,586. With regard to wages, however, workers in the Federal, State and Local Government industry earn the region's second highest average wage at \$34,649.

In PY 04, 80% of the IWT awards in the region went to manufacturers with the Kokomo DaimlerChrysler plant receiving over 50% of the training funds.

IWT Assists Howard County Health Service Workers

Howard Regional Health System

Howard Regional is a not-for-profit hospital with approximately 1,250 employees serving the citizens of Howard County and the surrounding area.

In July 2004, IDWD awarded \$46,800 to the hospital to train 30 registered nurses in the specialized telemetry care. Upon completion of the customized training at IU Kokomo, the nurses will receive a Certificate of Advanced Nursing Care of Telemetry Patients.

St. Joseph Hospital

St. Joseph Hospital, also located in Kokomo and serving the residents of Howard and surrounding counties, has approximately 875 employees.

In December 2004, St. Joseph Hospital was awarded \$23,028 to help a total of 17 employees obtain two ASNs*, two BSNs*, two MSNs*, one paramedics and nine specialty nursing certifications.

*ASN- Associates of Science of Nursing

*BSN- Bachelors of Science of Nursing

*MSN- Masters of Science of Nursing

Economic Growth Region 5

Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, Shelby

Employment Landscape

EGR 5 consists of Marion county, which houses the state's capital of Indianapolis, and to the eight surrounding counties located centrally within the state.

Manufacturing remains the dominant industry in the region's employment composition, with an average employment of 105,026 for 2004. This corresponds to 12.3 percent of the region's total employment total of 854,580.

A large portion of employment in EGR 5 is also tied to Retail Trade and Health Care & Social Assistance industry sectors. While Retail Trade employment has declined from 2001, it is still ranked second in industry sector employment for 2004 with 95,932 jobs, which represents 11.2 percent of the region's total employment.

Annual averages for 2004 show Health Care & Social Assistance with a regional employment total of 90,727, an increase of 6.7% over the past 4 years. This sector comprised 10.6% of the total employment for the region in 2004.

In addition, the industry sector showing the most employment growth in the three year period from 2001 to 2004 was Administrative & Waste Services, increasing by 7,851 jobs or 15.1 percent.

As indicated by the charts to the right, EGR 5's distribution of IWT funds for PY 04 was very diverse across industries, but there was an unsurprisingly disproportionate number of grants awarded in Marion county, as most awards in this region went to companies in the Indianapolis area. After reviewing the distribution of funds for PY 04 IDWD has already begun to target companies in the surrounding counties for brokering training funds.

The Indiana Attraction

In September 2004 IDWD, in conjunction with the Indiana Economic Development Corporation (IEDC), committed training and assessment resources to attract Magna Steyr Powertrain of America to open a new plant in Muncie. This effort is projected to add approximately 475 net new jobs to Indiana at an average hourly wage of \$18.90.

IDWD committed a willingness to train workers and provide up to five WorkKeys* skill profiles to assess new hires. These services will ensure that Magna Steyr Powertrain is able to hire and retrain qualified workers with the appropriate skills for these positions. This effort has been developed to help encourage and support new investment, job creation, and workforce training in Indiana.

*For more information on WorkKeys please visit www.ACT.org

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$4,888
Retail Trade	\$1,999
Health Care and Social Assistance	\$3,196
Average Total Wages for Region	\$3,242

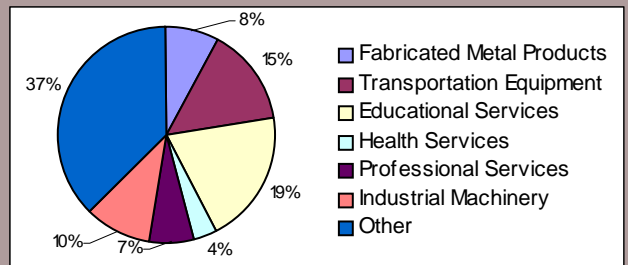
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

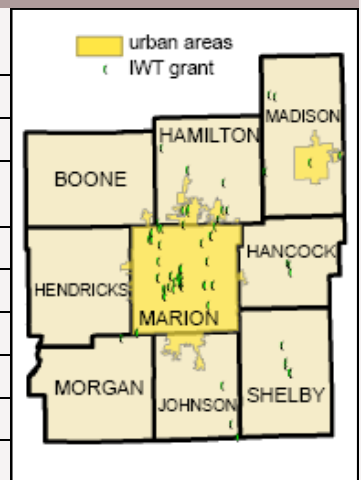
Industry	Average Monthly Wage
Administrative and Support and Waste Mgmt. and Remediation Services	\$2,094
Arts, Entertainment and Recreation	\$2,890
Educational Services	\$2,380

PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT funds by County

County	Grants	Funds Awarded
Hamilton	5	402,110
Hancock	2	21,187
Hendricks	1	1,253.48
Johnson	3	345,771
Madison	4	357,036
Marion	23	4,152,132
Morgan	1	195,048
Shelby	3	123,835
Total	42	5,598,372.48



*Those counties not receiving any grant awards were omitted from this list.

Economic Growth Region 6

Blackford, Delaware, Fayette, Henry, Jay, Randolph, Rush, Union, Wayne

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

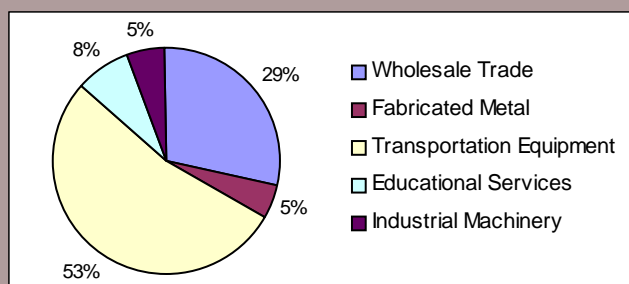
Industry	Average Monthly Wage
Manufacturing	\$3,618
Health Care and Social Assistance	\$2,611
Retail Trade	\$1,572
Average Total Wages for Region	\$2,491

Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

Industry	Average Monthly Wage
Management of Companies and Enterprises	\$4,108
Health Care and Social Assistance	\$2,611
Administrative and Support and Waste Mgmt. and Remediation Services	\$1,647

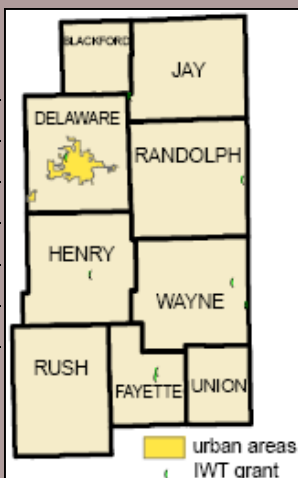
PY 04 IWT Funds Awarded by Industry



Distribution PY 04 IWT Funds by County

County	Grants	Funds Awarded
Delaware	2	232,000
Fayette	2	152,025
Henry	1	18,787
Jay	1	56,882
Randolph	1	199,731
Wayne	2	38,267
Total	9	697,692

*Those counties not receiving any grant awards were omitted from this list.



Employment Landscape

Economic Growth Region 6 is comprised of the nine counties located in the east central portion of the state. The regional population estimate for 2004 was 347,741 down 1.4 percent from the 2000 Census total.

For the year 2004 there were 128,860 jobs at industries within the region. Since 2001 the region lost 9,700 jobs, which translates to a 7.0 percent decrease in the three year comparison.

The largest employing industries in the region were Education and Health Services with 26.6 percent of the total industry employment. This is due largely to the presence of Ball State University and a large regional health care facility located in the region, both of which have steadily increased employment. Education and Health Services also showed the most growth in workers over a three year period increasing by 311 workers or 0.9 percent above 2001.

Manufacturing was the second largest employer at 22.6 percent. The region's manufacturing industry had the state's highest average earnings at \$43,417 annually, with education and health services second at \$31,868.

Although Education and Health Services are the region's top employers, a disproportionate amount of training funds went to the Manufacturing industry. While IDWD does not typically grant funds to the Education industry, the state has in recent years begun to solicit Health Services organizations to apply for training funds. IDWD will continue to seek out these organizations for training as the baby boomer population continues to retire and require more healthcare both locally and nationwide.

IDWD Responds Rapidly to Layoffs

In spring 2005 Manual Transmission announced the first of several layoffs at its Muncie plant. After three workers filed a petition for Trade Adjustment Act services (TAA), Manual was certified for TAA on May 13, 2005.

The workers were protected by the UAW sub-pay and job bank, but because their contract required them to apply for all state and federal programs for which they were eligible, they were required to apply for TAA benefits to receive their sub-pay.

Working with the union and the company, IDWD staff held meetings both onsite and offsite to explain the benefits that the employees were entitled to receive under the TAA and Unemployment Insurance (UI) programs. East Central Opportunities also attended the meetings and offered job search workshops and resume writing assistance.

Economic Growth Region 7

Clay, Parke, Putnam, Sullivan, Vermillion, Vigo

Employment Landscape

Indiana Economic Growth Region 7, sharing its entire west border with Illinois, is comprised of the six counties located in the west central region of the state. In 2004, the regional population estimate was 222,807, which was a decrease of 1.1 percent from the 2000 Census.

EGR 7 had 85,400 jobs in industries within the region for 2004, which was an increase of 1 percent, or 788 jobs, since 2001. The average industry wages for 2004 were \$29,217.

The largest employing industry in the area was Education and Health Services with 24.2 percent of the total industry employment and average wages at \$31,326. This is not unexpected since this region has five major educational institutions and two major health care facilities.

Trade, Transportation & Utilities was the second largest employing industry with 19.8 percent of the total jobs in EGR 7 and average wages of \$25,466.

With regard to wages, the region's Manufacturing industry had the highest average earnings of \$41,413 per year, with Natural Resources and Mining in second at \$34,791.

Grant activity in EGR 7 was scarce with only six grants awarded for a total of \$325,172. Most of the funds went to train workers in varying sectors of the Manufacturing industry. In late PY 04, IDWD began to implement new measures that are geared toward increasing access to training funds for small businesses and areas like EGR 7 where funding has traditionally been low.

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$3,451
Retail Trade	\$1,666
Health Care and Social Assistance	\$2,498
Total Average Wages for Region	\$2,384

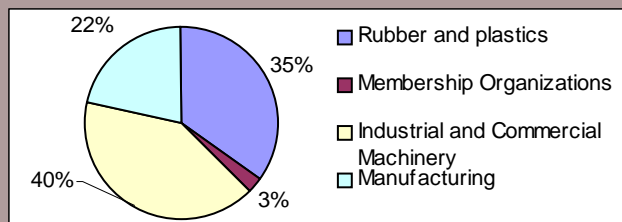
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

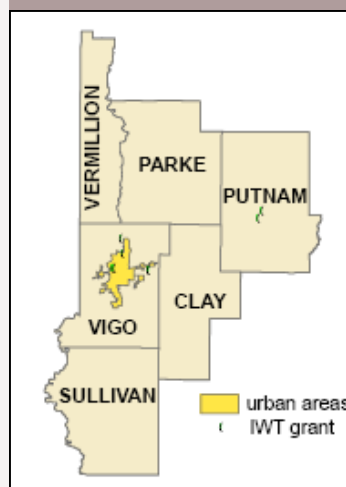
* Data release date August 2005

Industry	Average Monthly Wage
Health Care and Social Assistance	\$2,498
Arts, Entertainment and Recreation	\$839
Professional, Scientific and Technical Services	\$2,781

PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County



County	Grants	Funds Awarded
Putnam	2	108,045
Vigo	4	217,127
Total	6	325,172

*Those counties not receiving any grant awards were omitted from this list.

Economic Growth Region 8

Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange, Owen

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$3,158
Retail Trade	\$1,519
Health Care and Social Assistance	\$2,572
Average Total Wages for Region	\$2,748

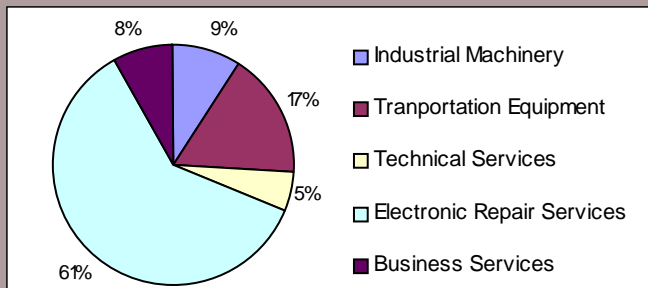
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

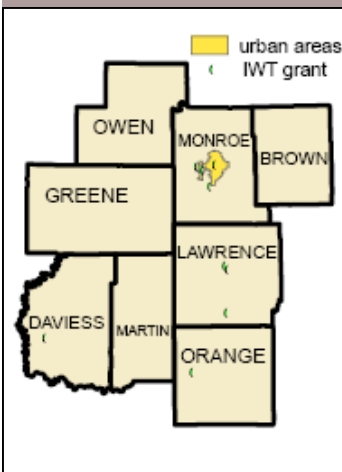
* Data release date August 2005

Industry	Average Monthly Wage
Health Care and Social Assistance	\$2,572
Arts, Entertainment and Recreation	\$1,262
Professional, Scientific and Technical Services	\$3,088

PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County



County	Grants	Funds Awarded
Lawrence	2	70,468
Monroe	2	177,734
Orange	1	22,000
Total	5	270,202

Employment Landscape

Indiana Economic Growth Region 8 consists of the eight counties located just south west of EGR 5. The region's population estimate for 2004 was 299,643, an increase of 3763 or just 1.3% above the 2000 Census, which reported a population of 295,880.

Total employment in EGR 8 for 2004 was 113,482, up 1,814 or 1.6 percent from 2001. With the presence of Indiana University and an aging population that continues to grow, it is not unexpected that the Education and Health Services industry is the largest employing and fastest growing in the region over the period lasting from 2001 to 2004.

Education and Health Services maintained 31,155 jobs in 2004, up 2,263 since 2001 and accounted for 27.5 percent of total employment for the region.

The region was awarded a total of \$270,202 in PY 04. One grant in the amount of \$163,604 to PTS Electronics Corp skewed the pie chart showing the distribution of PY 04 IWT Funds Awarded by industry, showing 60% of the region's grant awards going to Electronic Repair Services. Since this data was collected, IDWD has taken corrective measures to better broker training funds in EGR 8.

Whitney Tool Company, Inc

Whitney Tool Company, Inc in Bedford manufactures standard and specialty metal cutting tooling that is used in machine shops. Whitney applied its \$32,200 training grant toward a 140-hour advanced manufacturing program for 18 workers. The program included Advanced Manufacturing Processes, Statistical Process Control, Root Cause Analysis and Technical Reading Strategies.

Whitney's goals for the training was to produce a higher skilled workforce that would subsequently increase in productivity, quality, and competitiveness. After successful completion of the training, the 18 individuals received Certificates of Technical Achievement in Advanced Manufacturing and are now eligible for pay increases and promotions.

The IWT funded training program enabled Whitney to earn a 2004 American Eagle Award from the Industrial Supply Manufacturer's Association. The American Eagle Award recognized Whitney's commitment to promoting the free enterprise system through employee education.

Economic Growth Region 9

Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley, Switzerland

Employment Landscape

Economic Growth Region 9 is comprised of the ten counties located in the southeastern portion of the state. The region is bordered by Kentucky to the south and Ohio to the east.

In 2004 the region's population estimate was 314,768, which was a gain of 2 percent from the 2000 Census total, and there were 131,674 jobs in industries within this rural region.

With 28.4 percent of the total regional employment, Manufacturing was the dominant industry in EGR 9. Manufacturing, also had the highest average earnings for the year at \$44,049, which was 8.2% below the state's average wage for that industry.

Trade, Transportation and Utilities was the second largest employing industry with 18.0 percent of the region's total jobs, while the Financial Activities industry had the second highest average earnings at \$39,159.

With only five grants being awarded to the region, the collective IWT fund distribution for EGR 9 was \$122,521, all of which went to train workers in different sectors of the Manufacturing industry.

IDWD and WorkKeys Work for Hilex Poly

Hilex Poly in North Vernon, Indiana has been an outstanding partner to both the Indiana Department of Workforce Development and their local community. In September 2005 they were awarded the Jennings County Economic Development Corporation's "Employer of the Year" award for their April 2005 expansion.

Relative to that expansion, IDWD committed both training dollars and WorkKeys services to the company. Hilex requested and was subsequently approved for three job specific WorkKeys profiles and up to 70 individual skill assessments, which valued a total of \$7,137.00

The profiles were used to develop baseline skills necessary to perform the three identified job titles. Then, with the assistance of the Columbus WorkOne, both incumbent workers and job seekers were assessed against the profiles. These assessments assisted the company in hiring 50 net new employees and measuring the skill levels of their incumbent workforce for designing future training programs.

For more information on WorkKeys services visit www.act.org.

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$3,671
Retail Trade	\$1,611
Health Care and Social Assistance	\$2,566
Average Total Wages for Region	\$2,730

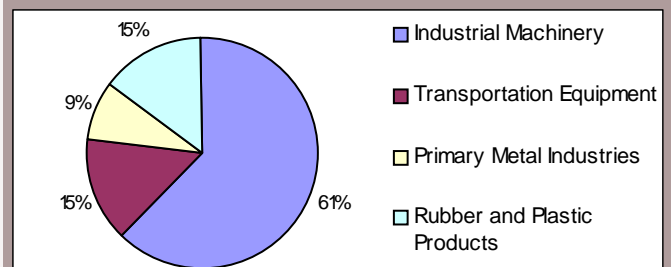
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Arts, Entertainment and Recreation	\$2,282
Administrative and Support and Waste Mgmt. and Remediation Services	\$1,852
Transportation and Warehousing	\$2,771

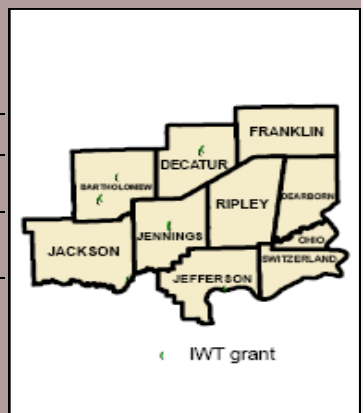
PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County

County	Grants	Funds Awarded
Decatur	1	14,314
Jackson	1	17,988
Jennings	3	90,219
Total	5	122,521

*Those counties not receiving any grant awards were omitted from this list.



Economic Growth Region 10

Clark, Crawford, Floyd, Harrison, Scott, Washington

Top 3 Industries & Average Wages

* Industry rating based on employment.
* Data release date August 2005

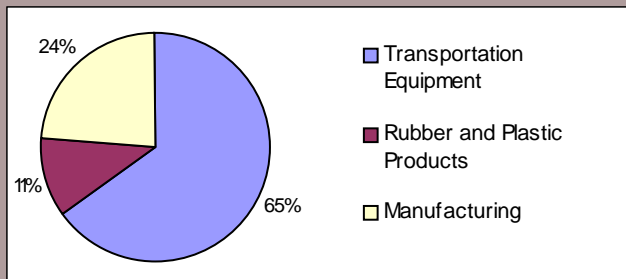
Industry	Average Monthly Wage
Manufacturing	\$3,075
Retail Trade	\$1,716
Accommodation and Food Service	\$922
Average Total Wages for Region	\$2,710

Projected Top Growth Industries & Average Wages

* Industry rating based on employment.
* Data release date August 2005

Industry	Average Monthly Wage
Administrative and Support and Waste Mgmt. and Remediation Services	\$1,689
Arts, Entertainment and Recreation	\$2,161
Professional, Scientific and Technical Services	\$2,761

PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County



County	Grants	Funds Awarded
Clark	3	515,116
Floyd	1	117,872
Harrison	1	46,301
Total	5	679,289

*Those counties not receiving any grant awards were omitted from this list.

Employment Landscape

Economic Growth Region 10 is comprised of the six counties located in the south east pocket of the state, just south of EGR 9, and shares a border with Kentucky. The 2004 population estimate for the region was 271,278, which is a 3 percent increase from the 2000 Census total.

In 2004, there were 100,006 jobs in industries in EGR 10. Trade, Transportation and Utilities industry was the largest employer in the region with 28 percent of the total industry employment. Average wages in this industry were \$27,118, which was 13.1 percent below the state's average for that industry.

Manufacturing was the second largest employer in EGR 10 with 16.9 percent of the total employment. Although second in employment, manufacturing had the highest average earnings for the region at \$39,048 per year.

The manufacturing picture is expected to change based upon employment data for 2005 that will include the effects of the closing of Tower Automotive in Harrison County. This closure cost 600 workers their jobs.

With regard to IWT activity, there were only five grants awarded to EGR 10 in PY 04. They totaled \$679,289 and they all went train workers in different sectors within the Manufacturing industry.

Economic Growth Region 11

Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick

Employment Landscape

The area designated by the State of Indiana as Economic Growth Region 11 is located in the southwest corner of the state. The nine county region is bordered by Illinois to the west and Kentucky to the south.

In 2004, there were 206,150 jobs in EGR 11. Total employment increased with the addition of 282 jobs between 2001 and 2004. Manufacturing dominates the region in terms of percentage of total employment. It accounted for 22 percent of EGR 11's total employment or 45,281 jobs in 2004. Toyota's selection of southwest Indiana as its location for a manufacturing plant in addition to the subsequent jobs created by supplier companies has helped EGR 11's manufacturing employment to remain fairly stable.

While Manufacturing did drop 565 jobs during the three year period from 2001 to 2004, Health Services experienced a 5.6 percent increase, or 1,381 new jobs. Average wages for this industry also jumped from \$30,952 in 2001 to \$34,055 in 2004.

The majority of IWT funds granted within EGR 11 went to train workers in manufacturing. Thirteen IWT grants totaling \$1,303,355 were awarded in the region during PY 04.

Infinity Molding and Assembly, Inc.

Located in Posey County, Infinity Molding and Assembly is a custom plastic injection molding company that supplies approximately 90% of their products to the automotive industry.

Due to the intense competition within that industry, Infinity sought \$49,082 in IWT funds to provide 15 workers with continuous process improvement training. The comprehensive curriculum included the following courses: Maintaining and Optimizing Equipment and Machines, Improving Manufacturing Process, Managing Quality Systems and Establishing Customer Needs.

The company's ultimate goals were to increase their business opportunities, become more competitive, reduce costs and improve efficiency. In March of 2005, 14 of the 15 planned participants successfully completed the training and were awarded Certificates of Technical Achievement in Advanced Manufacturing from the State of Indiana.

Top 3 Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Manufacturing	\$3,843
Retail Trade	\$1,698
Health Care and Social Assistance	\$2,859
Average Total Wages for Region	\$2,800

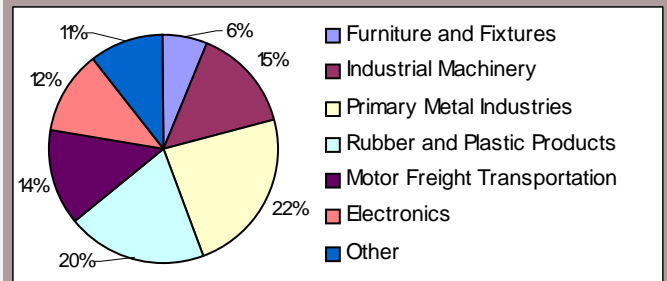
Projected Top Growth Industries & Average Wages

* Industry rating based on employment.

* Data release date August 2005

Industry	Average Monthly Wage
Agriculture, Forestry and Hunting	\$1,611
Administrative and Support and Waste Mgmt. and Remediation Services	\$1,673
Arts, Entertainment and Recreation	\$1,403

PY 04 IWT Funds Awarded by Industry



Distribution of PY 04 IWT Funds by County

County	Grants	Funds Awarded
Dubois	4	281,461
Knox	1	49,087
Perry	1	97,003
Posey	1	161,468
Vanderburgh	5	513,261
Warrick	1	201,075
Total	13	1,303,355

*Those counties not receiving any grant awards were omitted from this list.



Indiana Plan

PY 04 Grant Summary

The following data reflects grants that were approved during 7/1/04 - 6/30/05.

Number of Projects	1
Funds Committed	\$450,000.00
Expenditures	\$182,483.00
Balance	\$267,517.00

Trainee Data

This data reflects activity that took place between July 12004 and June 30, 2005.

Planned	150
Enrolled	126
Completed	124

PY03 ERR & Retention Rates

Earning replacement rates (ERR) and retention rates were calculated on grants closing during PY03 using employer wages reported to IDWD's Unemployment Insurance (UI) benefit system.

ERR	150.9%
Retention Rates	79.57%

ERR- See Glossary page 27 for definition

Retention Rate- See Glossary page 28 for definition.

The Indiana Plan is a locally developed Hometown solution to the problem of low minority and female representation in the building trades and its apprenticeship programs. The Plan was created on April 9, 1970, when representatives of the Marion County Building Trades, black community leaders and a coalition of construction employers and associations signed a Memorandum of Understanding.

The Indiana Plan is recognized for its pre-apprenticeship training program and focus on women, minorities, and disadvantaged workers. The Indiana Plan prepares individuals for careers in the construction industry with a curriculum that is approved by the US Bureau of Apprenticeship and Training (BAT). Students are taught basic construction skills and classroom training, including applied construction mathematics, spatial relations, and mechanical reasoning. After training is completed, participants are placed with an employer in a BAT approved training program where they will work and learn from journey-level workers.

In the 2001 General Assembly, the Indiana legislature mandated an amount not to exceed \$450,000 from the Incumbent Worker Training assessment to be used exclusively for the Indiana Plan.

Chart 7: Indiana Plan Activity for 2002–2005

Program Year	Projects	Award	Planned Trainees	Enrolled Trainees	Completed Trainees
2002-2003	1	\$450,000.00	150	159	159
2003-2004	1	\$450,000.00	150	150	150
2004-2005	1	\$450,000.00	150	126	124
Total	3	\$1,350,00	450	435	433

Building Trades

PY 04 Grant Summary

The following data reflects grants that were approved during 7/1/04 - 6/30/05.

Number of Projects	1
Funds Committed	\$1,149,244.00
Expenditures	0
Balance	\$1,149,244.00

Trainee Data

This data reflects activity that took place prior to June 30, 2005.

Planned	9017
Enrolled	2047
Completed	2047

PY03 ERR & Retention Rates

Earning replacement rates (ERR) and retention rates were calculated on grants closing during PY03 using employer wages reported to IDWD's Unemployment Insurance (UI) benefit system.

ERR	120.8%
Retention Rates	89%

ERR- See Glossary page 27 for definition

Retention Rate- See glossary page 28 for definition.

In 2003, the construction industry comprised 4.99% of the overall Indiana workforce, a decrease of 0.1% from the previous year. Although the construction industry saw its employment numbers shrink, skilled construction workers are still in demand. The industry also offers some of the highest paying jobs, especially as skilled carpenters, electricians, ironworkers, and bricklayers. Moreover, the construction industry in Indiana is expected to grow by 13.2% between 2002 and 2010. To ensure that skilled construction workers are available to meet this rapid growth, the Department of Workforce Development (IDWD) has released over \$20 million to building trades training programs since 1997.

Building Trades programs provide exceptionally comprehensive, craft-related training and general education courses. The programs blend traditional apprenticeships with a college-level curriculum. Workers who successfully complete the program can achieve journey status in their respective trade and earn an Associate Degree.

Legislation during this reporting period awarded two grants totaling \$205,620 for construction training from the penalties and interest (P&I) on delinquent unemployment insurance taxes and over \$4 million from the Incumbent Worker Training Fund (IWTF). Eligibility guidelines stipulate that Ivy Tech State College must be the training provider and participants must be members of a joint labor-management committee. The Bureau of Apprenticeship and Training (BAT), a division of the US Department of Labor, must approve the training courses. Ivy Tech State College and 35 Joint Apprenticeship and Training Committees oversee the operation of these training programs.

Chart 8: Building Trades Activity for 2002 – 2005

Program Year	Projects	Award	Planned Trainees	Enrolled trainees	Completed trainees
2002-2003	1	\$1,075,250.00	1,377	948	936
2003-2004	2	\$205,620.00	291	279	262
2004-2005	1	\$1,149,244.00	9,017	2,047	2,047
Total	4	\$2,430,114	10,685	3,274	3,245

Trade Adjustment Assistance (TAA)

PY 04 TAA Trainee Data

Ages

Age Group	Number of Trainees
16-30	87
31-50	679
50+	445
Unknown	2

Gender

Gender	Number of Trainees
Male	607
Female	606

Education

Highest Grade	Number of Trainees
<12	122
12/GED	878
>12	213

Ethnicity

Race	Number of Trainees
American Indian/Alaskan	4
Asian	22
African American/Black	79
Hispanic	40
White	1066
Other	11

*This data reflects grants that were approved in PY 04 in addition to grants whose term end date was in PY 04.

PY 03 ERR & Retention Rates

Earning replacement rates (ERR) and retention rates were calculated on grants that closed during PY 03 using employer wages reported to DWD's UI benefit system.

ERR	69.76%
Retention Rates	71.15%

ERR– See Glossary page 27 for definition.

Retention Rate: See Glossary page 28 for definition.

Workers whose employment is adversely affected by increased imports may apply for services under the Trade Adjustment Assistance (TAA) Programs, established under the Trade Act of 1974 and the Trade Reform Act of 2002. Workforces must be certified by the US Department of Labor before TAA assistance is available. A petition must be filed by, or on behalf of the workers. Once certified, workers do not automatically receive benefits. They must apply for and qualify for each benefit received.

The purpose of the program is to help workers return to work as quickly as possible at the highest possible wage. In addition to standard services such as job placement assistance and counseling, workers eligible for TAA may be eligible for the additional benefits, including income support.

Training includes classroom, on-the-job, vocational or technical training. Training covers the cost of tuition, books and supplies and may be up to 104 weeks in duration. Workers who require extra remedial assistance may qualify for an additional 26 weeks of training and income support. Transportation allowances may be available under certain circumstances. In as much as workers can receive training for up to 104 weeks, workers rarely start and complete in the same program year.

TAA Success Story

"Robin" was laid off from Delco Remy America in March 2003. Robin is yet another laid off automotive worker who has "re-careered" after committing over 8 years working for Delco Remy, although in Robin's case, she was investing in her future career prior to her lay off. At the time of developing her Employability Development Plan, Robin had already completed 9 hours at IVTC and was enrolled in 6 more hours. Robin was working towards the AAS in Respiratory Care. Normally, this degree cannot be completed within the 104 week limit of TAA training. But, because Robin was ahead of schedule by having 15 hours to her credit, Robin actually graduated in 88 weeks of training. Robin graduated from IVTC with the Respiratory Care AAS in May. By June, Robin was hired at Tipton General Hospital as a Respiratory Technician, earning approximately \$20.00 an hour. Robin has also gotten a part time job at The Sleep Disorder Center, a separate entity within the hospital facility, where she is participating in scientific research on sleep by providing respiratory expertise.

Workforce Investment Act (WIA)

The Workforce Investment Act of 1998, Public Law 105-220, 20 United States Code 9201

The Workforce Investment Act (WIA), Title I, Adult and Dislocated Worker Program, intends to:

- Improve the quality of the workforce;
- Reduce welfare dependency; and
- Enhance the productivity and competitiveness of the nation's economy.

The American public is interested in how well the WIA system performs. Therefore, the State and Workforce Investment Boards (WIB) are held to performance standards which measure effectiveness in various ways. The standards include:

- Increasing the employment retention and earnings of participants;
- Increasing the occupational skill attainment by participants;
- Increasing employment; and
- Customer satisfaction.

WIA specifies that most services for adults and dislocated workers are provided through One Stop Career Centers, called WorkOne Centers in Indiana. WIA authorizes three levels of service to adults and dislocated workers: Core, Intensive, and Training. "Core" services provided include outreach, job search and placement assistance, and labor market information. "Intensive" services include comprehensive assessments, the development of individual employment plans, and counseling and career planning. Lastly, "training" services include occupational skills training, on-the-job training, and entrepreneurial training.

The objective of the Title I WIA Youth Program is a system for youth development activities and programs in order to help low-income youth acquire the skills and support needed to achieve academic and employment success and transition to productive adulthood.

Youth eligible for WIA services must:

- Be 14 to 21 years of age;
- Receive income or be a family member with a total family income less than the poverty line or 70% of the lower living standard income; and
- Meet certain additional criteria such as:
 - basic literacy skill deficiency,
 - foster child,
 - an offender,
 - school dropout,
 - homeless or a runaway,
 - pregnant or a parent, or
 - needing additional assistance to complete education or secure and hold employment.

Workforce Investment Act (WIA)

Chart 9: PY 04 Summary of Local Performance Statewide

	Participants Served	Total Available Funding **	Total Expenditures	
Adults	4636	\$13,939,445	\$11,821,669	
Dislocated Workers	3516	\$12,521,048	\$10,426,038	
Older Youth 19 - 21	1303	\$17,260,512	\$13,735,444	
Younger Youth 14 - 18	2849			
Totals	12304	\$43,721,005	\$35,983,151	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	374	17	3798
	21 - 25	886	169	354
	26 - 30	749	276	
	31 - 35	682	418	
	36 - 40	551	505	
	41 - 45	547	611	
	46 - 50	417	647	
	51 - 55	253	516	
	56 - 60	141	268	
	61 +	36	89	
Education	Less than 12 years	554	243	3221
	Received Diploma/ GED	1961	1705	605
	More than 12 years	2121	1568	326
Gender	Male	1210	1355	1603
	Female	3426	2161	2549
W I A Performance Measure Results				
Entered Employment Rate	Adults		79.3	
	Dislocated Workers		85.3	
	Older Youth (19-21)		74.7	
Retention Rate	Adults		89.1	
	Dislocated Workers		93.8	
	Older Youth (19-21)		82.9	
	Younger Youth (14-18)		61.7	
Six Months Earnings change	Adults		\$3,727	
	Older Youth (19-21)		\$3,040	
Earnings Replacement Rate	Dislocated Workers		85.1	
Employment & Credential Rate	Adults		63.8	
	Dislocated Workers		56.3	
Credential Rate	Older Youth (19-21)		44.0	
Diploma Attainment Rate	Younger Youth (14-18)		55.6	
Skill Attainment Rate	Younger Youth (14-18)		85.3	

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

Glossary of Terms

Active Grants – Grants with businesses that are still working toward their outcomes during the current program year, Program Year 2004.

Adult Employment and Credential Rate (WIA Performance Measurement)

Of adults who received training services: Number of adults who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of adults who exited services during the quarter. To calculate this rate, the time period used was October 2003 through September 2004.

Adult Entered Employment Rate (WIA Performance Measurement)

Of those who are not employed at registration: Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was October 2003 through September 2004.

Adult Retention Rate At Six Months (WIA Performance Measurement)

Of those who are employed in the first quarter after exit: Number of adults who are employed in the third quarter after exit divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was April 2003 through March 2004.

Adult Average Earnings Change in Six Months (WIA Performance Measurement)

Of those who are employed in the first quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was April 2003 through March 2004.

Advance Indiana – The term for a series of incumbent worker-training programs. Programs included: Gain Education and Training (GET), Regional Skill Alliance (RSA), Skilled Trades Apprenticeship (STA), and Workforce Investment Now (NOW).

Building Trades Program – A training program which provides an exceptionally comprehensive craft-related instruction program and general education courses in construction trades. The program blends traditional apprenticeships with a college-level curriculum. Workers who successfully complete the program can achieve journey worker status in their particular trade as well as an Associate degree.

Closed-out Grants – Grants that were closed out during the previous program years.

Dislocated Worker Earnings Replacement Rate in Six Months (WIA Performance Measure) Of those who are employed in the first quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by the pre-dislocation earnings (earnings in quarter 2 + quarter 3 prior to dislocation). To calculate this rate, the time period used was April 2003 through March 2004.

Dislocated Worker Employment & Credential Rate (WIA Performance Measure)

Of dislocated workers who received training services: Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited services during the quarter. To calculate this rate, the time period used was October 2003 through September 2004.

Glossary of Terms

Dislocated Worker Entered Employment Rate (WIA Performance Measure)

Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit during the quarter. To calculate this rate, the time period used was October 2003 through September 2004.

Dislocated Worker Retention Rate at Six Months (WIA Performance Measure)

Of those who are employed in the first quarter after exit: Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit during the quarter. To calculate this rate, the time period used was April 2003 through March 2004.

Earnings Replacement Rate (ERR) – A measurement that is used to determine wage change. For Advance Indiana grants, the ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the entrance quarter.

Indiana Plan – An organization that provides pre-apprenticeship training to woman, minorities, and disadvantaged workers in basic construction related skills, and classroom training. Training includes: applied construction mathematics, spatial relations, and mechanical reasoning.

North American Free Trade Agreement (NAFTA) – A federal training program similar to Trade Adjustment Assistance (TAA) that assists workers in companies affected by imports from Mexico or Canada or by shifts in production to those countries.

Older Youth Credential Rate (19-21) - (WIA Performance Measurement) The number of older youth who are in employment, postsecondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2003 through September 2004.

Older Youth Entered Employment Rate (19-21) (WIA Performance Measurement)

Of those who are not employed at registration and who are not enrolled in postsecondary education or advanced training in the first quarter after exit: Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2003 through September 2004.

Older Youth Average Earnings Change in Six Months (19-21) (WIA Performance Measurement) Of those who are employed in the first quarter after exit and who are not enrolled in postsecondary education or advanced training the third quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was April 2003 through March 2004.

Older Youth Retention Rate at Six Months (19-21) (WIA Performance Measurement) Of those who are employed in the first quarter after exit and who are not enrolled in postsecondary education or advanced training in the third quarter after exit: Number of older youth who are employed in third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was April 2003 through March 2004.

Program Year – The time period starting July 1 and ending June 30.

Glossary of Terms

PY02 – The time period starting July 1, 2002 and ending June 30, 2003.

PY03 - The time period starting July 1, 2003 and ending June 30, 2004.

PY04 - The time period starting July 1, 2004 and ending June 30, 2005.

Retention Rates – One of the measurements used to gauge long-term benefits of DWD training programs. Retention rates are calculated by analyzing wage data one year after the completion of training. Workforce Investment Act (WIA) retention rates are listed separately.

Reporting Period – All Department of Workforce Development training activities that occur between July 1, 2004 and June 30, 2005 (PY04).

Trade Adjustment Assistance (TAA) – A federal reemployment program established by the Trade Act of 1974 to assist workers who have jobs that are impacted by increased imports from, or shift in production to, foreign countries.

Unemployment Insurance Wage Database – The repository for all wage data from the Unemployment Insurance's quarterly tax reports submitted by employers.

WIA Performance Measure Results – See specific listing for explanation of measure

- Adult Employment & Credential Rate
- Adult Entered Employment Rate
- Adult Retention Rate
- Adult Six Months Earnings Change

- Dislocated Worker Earnings Replacement Rate
- Dislocated Worker Employment & Credential Rate
- Dislocated Worker Entered Employment Rate
- Dislocated Worker Retention Rate

- Older Youth (19-21) Six Months Earnings Change
- Older Youth (19-21) Entered Employment Rate
- Older Youth (19-21) Retention Rate

- Younger Youth Diploma Attainment Rate for (14-18)
- Younger Youth (14-18) Retention Rate
- Younger Youth (14-18) Skill Attainment Rate

Workforce Investment Act – Federal legislation designating regional workforce service areas based on population, workforce commuting patterns, economic development, and other demographic considerations to provide core, intensive, and training services based on local needs. The goal of the Workforce Investment Act is to increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

Glossary of Terms

Younger Youth Diploma Attainment Rate (14-18) (WIA Performance Measurement)

Of the younger youth who register without a diploma or equivalent: The number of younger youth who attained a secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was April 2003 through March 2004.

Younger Youth (14-18) Retention Rate (WIA Performance Measurement)

The number of younger youth found in one of the following categories in the third quarter following exit:

- postsecondary education
- advanced training
- employment
- military service
- qualified apprenticeships

divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was April 2003 through March 2004.

Younger Youth (14-18) Skill Attainment Rate (WIA Performance Measurement)

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: Total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth plus number of occupational skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set. To calculate this rate, the time period used was April 2003 through March 2004.